

Today's Transportation Supervisor is expected to possess knowledge, skills, and abilities far exceeding those attributes of their predecessors. In addition, today's Transportation Supervisor must have management skills that enable them to cope with the ever changing business environment.

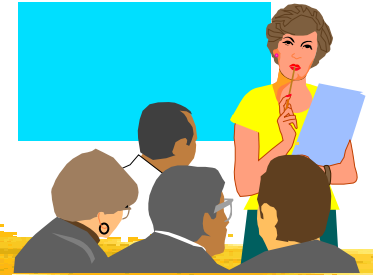


How do we prepare ourselves and our supervisors  
to meet these increasing demands ?



# Purpose Statement

In order to meet the demands placed on our transportation supervisors, it is imperative that we provide them, with the training, awareness, and resources to carry out their job responsibilities. In doing so, it is the primary purpose of this Academy to develop highly effective professional transportation supervisors



The Academy provides training in the following areas :

- Leadership
- People Skills
- Job Competency
- Organizations Skills
- Personal Behavior
- Group Dynamics



The Transportation Supervisors Academy is a management training program consisting of two levels of instruction.

Level One      Fundamentals of Supervision

Level Two      Advanced Supervisory Techniques





## **Fundamentals of Supervision**

The goal of this program is to have participants establish a personal foundation for continued growth based on the knowledge and skills needed by a successful NCDOT Transportation Supervisor.



## **Advanced Supervisory Techniques**

As a supervisor advances in level, roles and responsibilities change. The AST presents the participants with challenges to help them develop techniques for handling their changing roles and responsibilities. In addition, technical modules are introduced to include contract administration, planned maintenance, emergency response, and SBP administration.

Group discussions during the Academy gives everyone the opportunity to participate



Participants build self-confidence and improve self esteem  
by serving as Group Leaders at the Academy



There is also time to network and share  
“War Stories”



The participants establish long-lasting friendships



The Academy is not all work participates  
have ample time to enjoy the other activities





**A TSA Alumni best describes the value of this program through his own testimonial.**

*“ My experience at the academy has been both personally and professionally rewarding. The opportunity to meet other supervisors who share some of the same every day problems I face was great. The instruction from Barry Saunders has given me new insight as to the importance of how I do things. Everything from how I speak to employees to how I use my time. I know my supervisor has seen the difference in me. I encourage all supervisors to take the time out of their busy schedules to attend the Academy. It will be time well spent”*

*James Oliver, Person County*



**TSA Alumni's immediate supervisors have noticed the changes after the Academy.**

*“ Class seemed to a real boost to employee's self confidence which aided in the improvement of items I (Overall Job Performance), II (Human Relations) and III (Personal Growth). Helped employee realize he is a professional and is part of a professional team. Shelton, I believe took this class very seriously and it is obvious in his daily work...Really made an overall positive impact”*

*Ronnie Sawyer, CME*